

**KBFB-FM and KSOC-FM
EEO PUBLIC FILE REPORT
April 1, 2013 – March 31, 2014**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Account Executive (hired 1/13/14)	2-7, 9, 12-17, 20	7[RS#17(3), RS#20(4)]	17
Accounting Clerk (hired 10/8/13)	2-7, 9, 12-17, 20, 23	3[RS#20(1), RS#2 (2)]	20
Assistant Accounting Manager (hired 5/20/13)	2-7, 9, 12-17, 23	3[RS#17(2), RS#23(1)]	17
Sales Assistant (hired 6/3/13)	2-7, 9, 12-17, 20, 23	5[RS#17(1), RS#20(3), RS#23(1)]	20
Sales Assistant (hired 3/11/13)	2-7, 9, 12-17, 20, 23	3[RS#20(2), RS#23(1)]	20
Promotions Director (hired 12/9/13)	2-7, 9, 12-17, 20, 23	8[RS#17(3), RS#20(3), RS#23(2)]	20
		Total Candidates Interviewed – 29	

[1] This report provides recruitment data collected from March 23, 2013 through March 21, 2014.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	African American Media Incubator 2164 Wisconsin Avenue, NW Washington, DC 20007 (202) 342-6667 Fax	Y	0
2	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 info@allwomeninmedia.org	Y	0
3	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 national@aaaja.org	Y	0
4	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
5	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 webmaster@thebba.org	Y	0
6	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	Y	0
7	National Association of Black Owned Broadcasters nabobinfo@nabob.org	Y	0
8	National Association of Black Journalists 8701A Adelphi Rd. Adelphi, MD 20783 (301) 445-7101 Fax	N	0
9	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	National Association of Minority Media Executives 1921 Gallows Road, Ste. 600 Vienna, VA 22182 (703) 893-2414 Fax	Y	0
11	National Black Media Coalition 1738 Elton Road, Ste. 314 Silver Spring, MD 20903	Y	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste. 910 Washington, DC 20005 info@nlgja.org	Y	0
13	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 Najaconf2011@yahoo.com	Y	0
14	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	Y	0
15	Texas Association of Broadcasters Teresa@tab.org	Y	0
16	Ohio Center for Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
17	Corporate Website – www.radio-one.com	Y	9
18	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	Y	0
19	Internal Promotion	Y	0
20	Internal Referral/Internal Candidate/Employee Referral	Y	13
21	Local Newspaper	Y	0
22	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	Y	0
23	Internet Recruitment – www.indeed.com , www.simplyhired.com	Y	7
24	On-Air Recruitment	Y	0
25	Temporary Agency	Y	0
26	Rehire of Former Employee	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
27	Intern	Y	0
28	Linked In Website	Y	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			29

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	On-Air/ website recruitment	For local job vacancies, stations advertise openings on-air and refer listeners and potential employees to the Corporate website www.radio-one.com . Stations also provide a link to corporate job listings on the station website.
2	Intern Program	Radio One fosters a comprehensive Internship program with college students. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Promotions and Marketing.
3	Job Fair	Station presence with a booth at the Fort Worth Housing Authority Community Job Fair; April 18, 2013; FWHA Central Administration Building, 1201 E. 13 th Street, 76102.
4	Job Fair	Station presence with a booth at Dallas' 13 th Annual Diversity Employment Day Career Fair, September 19, 2013; Sheraton Dallas Hotel 400 North Olive Street Dallas, TX 75201.
5	Job Fair	Station presence with a booth at the Urban League of Greater Dallas Young Professionals-Leadership Conference; September 28, 2013; JCP Headquarters 6501 Legacy Dr., Dallas TX 76019.
6	Job Fair	Station presence with a booth at the AWM-DFW UTA Communications Day; October 31, 2013; 701 W Nedderman Dr., Arlington, TX 76019.
7	Job Fair	Station presence with a booth at the 2014 City of Dallas Diversity Employment Day Career Fair; February 12, 2014; Holiday Inn Express & Suites 6055 LBJ Freeway Dallas, TX 75240.
8	Job Fair	Attended Event and set up station signs in order to drive people to the event. Public Service Announcements made to get message out to listeners about Dallas County Schools Hiring Bus Drivers event on June 26, 2013

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9	Job Fair	Public service Announcements made to get message out to listeners about the Fort Worth Housing Authority on April 18, 2013.
10	Job Fair	Public Service Announcements made to get message out to listeners about Dallas' Annual Diversity Employment Day Career Fair on September 19, 2013.
11	Job Fair	Public Service Announcements made to get message out to listeners about Dallas' Annual Diversity Employment Day Career Fair on February 12, 2014.